



Job Title: BCBA-Board Certified Behavior Analyst
Position Type: Full-time, Exempt, Benefits Eligible
Location: Salem, Utah
Salary Range: D.O.E.
Supervisor: Clinical Director

Kids Who Count is a nonprofit organization with more than 35 years' experience serving families and young children with special needs in Utah County. Our mission is to empower families to optimize the developmental potential of their young children.

Position Summary

The BCBA will mentor a team of behavior technicians to provide applied behavior analysis (ABA) assessment and clinical services for children 2 and older with autism spectrum disorders (ASD) and related developmental delays. This position is responsible for ensuring that programming goals and targets for all clients are implemented in accordance with best practice standards. This is an excellent opportunity for career growth and accelerated advancement with a growing program.

Minimum Qualifications:

- Two or more years' experience working with children ages 0-8 in a classroom or 1:1 setting; experience implementing the principles of Applied Behavioral Analysis; Educational, or Speech experience
- 1-year experience working as a behavior instructor implementing ABA interventions with children with ASD
- Must have excellent writing and communication skills, be highly organized with the ability to multi-task
- Must be able to work well as part of a team, must be able to lead others through coaching and example

Education:

- Required: Master's degree in Psychology, Education, Applied Behavior Analysis, Speech and Hearing Services, or related field.
- Required: Board Certified Behavior Analyst (as approved by the BACB).

Physical Requirements:

- Must be able to lift up to 50 pounds
- Must be able to lift and carry clients with adaptive equipment.
- Must be able to assume and maintain a variety of postures (kneeling, squatting, crawling, sitting, standing) for extended periods of time.
- Must be able to sit on the floor or stand for extended periods of time.
- Must be willing and able to restrain/hold/transport and utilize quick body movements as indicated in the Behavior Intervention Plan in the course of working with children with challenging behavior.
- Must have manual dexterity to perform specific computer and electronic device functions for data collection.
- Must be physically present at the assigned job location, which may include home, school, and community placements.
- Must be able to receive detailed information through oral and written communication.
- Must have visual acuity to read and comprehend written communication through computer, electronic devices, and paper means.
- Must have reliable transportation and be willing and able to travel between different job sites within Utah County

- Must have a valid Utah Driver's License & insurance in good standing
- Must have proof of COVID-19 vaccination

Essential Skills:

- The ability to communicate in English in both written and verbal formats on a professional level. Fluency in conversational and written Spanish is a desirable skill for the position.
- Proficiency in organizing and managing work materials and a personal work schedule. The ability to keep timely and accurate records including time sheets, service documentation, required electronic data entry and compliance, task lists, caseload lists and reports.
- Proficiency in using a PC: sending/receiving email, keeping an up-to-date electronic schedule, using a database, accessing information in web-based formats, conducting online research and composing and editing documents. Proficiency in accessing information in web-based formats, conducting research and developing and presenting
- The ability to collaborate with team members, follow established policies and procedures, respond promptly to communication, attend meetings and activities regularly, meet assigned deadlines, and resolve problems.
- The ability to lead a team, motivate others and monitor program performance.
- Establish and maintain relationships of mutual respect and trust with client families, co-workers, and community partners.

Job Responsibilities:

- Administers, conducts, evaluates and supervises the implementation of behavioral assessment measures (e.g., VB-MAPP, PEAK, Vineland) and functional assessment measures
- Develops individualized goals and objectives for home, community, and center-based programs and designs behavior support plans based on functional assessment data
- Ensures appropriate behavioral data systems are implemented such that quantifiable behavioral data is collected at regular intervals to allow for the continual evaluation of behavior plans and the achievement of individual goals and objectives
- Teaches Behavioral Technicians on the proper implementation of educational and clinical behavior programs and plans, data collection systems and all necessary monitoring and reporting systems
- Conducts regular caregiver and/or parent training and consultation
- Is responsible for ongoing individual program oversight of a team of Behavior Technicians, including ongoing performance management and supervision of assigned staff.
- Works closely with team leads to address issues impacting client's progress and parent satisfaction
- Completes all necessary documentation in a timely and satisfactory manner
- Maintains billable caseload and documents billable hours according to Utah state and federal regulation
- Develops written reports documenting behavioral recommendations for parents, caregivers and agency personnel in a timely and accurate manner
- Responds to referrals for service in a timely and appropriate manner
- Serves as a leader on the autism team by demonstrating accountability and high professional standards
- Participates in professional meetings or conferences deemed to be beneficial to Kids Who Count's Autism Program development
- Adheres to the mission, vision and values of Kids Who Count

Signature

Date